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Washington, D.C. 20231

**SERIAL NO. 09/895,886**

IBM DOCKET NO. AUS920010236US1

DATE: August 1, 2005

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Group Art Unit: 2164

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FROM: Joseph T. Van Leeuwen  
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Docket No. AUS920010236US1

Serial No. 09/895,886

Atty: LAV / JVL

Applicant: Calderaro, et al.

☒ Transmittal Letter (2 copies)

☒ Certificate of Facsimile

☐ Amendment (      pages)

☐ Notice of Appeal

☐ Amendment AF

☐ Appeal Brief (3 copies)

☐ Ext. of Time

☐ Reply Brief

☒ IDS Statement

☐ Change of Address

☒ Form PTO-1449 (Modified)

☐ Other                     

Deposit Acct. No. 09-0447

Fees: Amendment          Notice of Appeal          Appeal Brief          Other \$ 0.00

Atty Ref. No. 1030

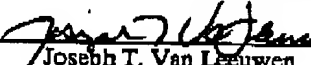
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DATE: August 1, 2005

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P.O. Box 1450  
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I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 or facsimile transmitted to the U.S. Patent and Trademark Office on the date shown below.	
 Joseph T. Van Leeuwen	<u>8/1/05</u> Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors


Enclosed are:

- ☒ Information Disclosure Statement;
- ☒ Modified form 1449 listing 5 references;
- ☒ copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- ☒ This IDS is being filed pursuant to CFR § 1.97(b), therefore no fee as set forth in § 1.17(p) is believed to be due. If, however, more than three months have elapsed since the filing date and a first Office action on the merits has already been mailed, then please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. A duplicate copy of this sheet is enclosed.
- ☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.
- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By   
Joseph T. Van Leeuwen  
Attorney for Applicant  
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Atty Ref. No. 1030

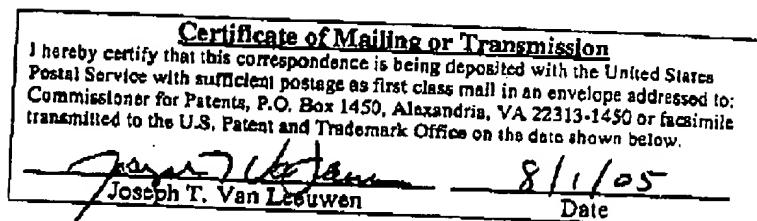
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Respectfully submitted,

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Washington, D.C. 20231

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DATE: August 1, 2005

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re application of:	:	Group Art Unit: 2164
Calderaro, et. al.	:	Intellectual Property Law Department
Serial No.: 09/895,886	:	International Business
Filed: June 29, 2001	:	Machines Corporation
Title: <u>System and Method for Improved</u>	:	Intellectual Property Law Dept.
<u>Personnel Compensation Planning</u>	:	11400 Burnet Road
<u>Factors</u>	:	Austin, Texas 78758

**INFORMATION DISCLOSURE STATEMENT**

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Washington, D.C. 20231

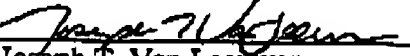
Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By   
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Page 1 of 1

Atty Ref. No. 1030

In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,886

**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT**

Applicant: Calderaro, et. al.

Filing Date: 6/29/2001

Group: 2164

Atty. Docket No. AUS920010236US1

**U. S. PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA 6,338,042	01-2002	Paizis, James N.	705/11	
_____	AB 6,754,874	06-2004	Richman, Ira S.	715/507	
_____	AC 5,819,231	10-1998	Tremaine, John L.	705/7	
_____	AD 6,269,355	07-2001	Grimse et al.	706/46	
_____	AE 6,741,993	05-2004	Zitaner et al.	707/10	
_____	AF				
_____	AG				
_____	AH				
_____	AI				
_____	AJ				
_____	AK				
_____	AL				

**FOREIGN PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
_____	AM				
_____	AN				
_____	AO				
_____	AP				

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

Examiner Initial
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_____ AR
_____ AS
_____ AT
_____ AU

Examiner:

Date Considered:

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